

GENDER PAY GAP REPORT – Snapshot as at 31 March 2021

1. INTRODUCTION

- 1.1 This report contains the Reach South Multi-Academy Trust's standard disclosure of the gender pay gap for the multi-academy trust.
- 1.2 All companies with 250 or more employees are now required to publish their gender pay gap under new legislation that came into force in April 2017.
- 1.3 Employers have to publish the gap in pay between men and women on both a median basis (pay per hour based on the person 'in the middle' of the distribution of pay) and a mean basis (average hourly salary).
- 1.4 In addition, employers are required to disclose the distribution of gender by pay quartile – in other words splitting the workforce into four groups based on their pay, and showing the proportion of men and women in each group. Employers are also required to disclose percentages of staff receiving bonuses by gender and the gender gap on bonuses.
- 1.5 Reach South welcomes and supports gender pay gap reporting, albeit not immune to broader societal issues affecting women in the workforce.
- 1.6 This report provides both the statutory disclosures required, as well as further context around gender pay at the Trust.

2. CONTEXT

- 2.1 The gender pay gap is the difference between the hourly rate of pay of male employees and female employees (as set out in the regulations), expressed as a percentage of the hourly pay rate of the male employees. The gender pay gap is reported on both a mean (average) and median (mid-point on a distribution) basis.
- 2.2 The gender pay gap increased slightly from 2020 to 2021, to stand at 7.9% (mean) among full-time employees (ONS, 2021). The gap among all employees is higher at 15.4% (mean), this is an increase from 14.9% in 2020. This is driven by more women working in part-time jobs. Nationally, one of the main reasons for the gender pay gap is more men are likely to hold senior positions. This is not the case with the Trust which has a higher proportion of women in the upper quartile of pay and has an overall high percentage of women employed in the Trust.
- 2.3 Statistics show that the ratio of women to men at entry-level to organisations is 60%-40%, yet when moving into more senior roles it changes to 37%-63% female – male and at leadership level moves to 28%-72% female - male. (Institute of leadership and Management 2021)
- 2.4 Differentials in gender pay across the workforce are not the same as ensuring equal pay. UK law has, since the 1970s, prohibited paying different amounts to men and women who are doing 'like work', 'work of equal value' or 'work rated as equivalent' unless there is a 'genuine material factor', for the difference.

2.5 The Trust remain confident that the gender pay gap does not stem from paying men and women differently for the same equivalent work.

3. GENDER AT REACH SOUTH MULTI ACADEMY TRUST (SNAPSHOT AT 31 MARCH 2021)

3.1 Overall the Trust has an 83% female and 17% male workforce which is an increase in the female workforce of 2% since 2020. This is 159 male employees and 765 female employees. This is an increase in the female workforce of 2 since 2020 and is based on a slightly higher proportion of male leavers than female from Millbay Academy due to the Workforce Restructuring Programme in Jan 2021.

3.2 The overall average gender pay gap as at 31 March 2021 is 23.42% in favour of men, compared to the UK mean, which is reported by the Office of National Statistics as 15.4% for data submitted in April 2021. There is currently no published data on the national average pay gap in the academy sector for 2021, however on review of 181 Multi Academy Trusts reporting for 2020, the average pay gap was 20.53%. The Trust's average gender pay gap is higher but is showing a year on year decrease.

3.3 The fact that there are more women in teaching and support roles (lower paid quartiles) is the major driver of the overall pay gap. Our analysis shows that almost all the pay differential is driven by this factor. Such structural demographics are recognised by the UK government as being the single most significant factor in the overall gender pay gap.

5. STATUTORY DISCLOSURES

5.1 The tables below show the overall median and mean gender pay gap and other data required by statute, based on the hourly rates of pay to those employed on the snapshot day of 31 March 2021.

Difference in the average hourly rate of pay for all employees

	Difference in the mean hourly pay	Difference in the median hourly pay
Reach South pay gap. % difference male to female	23.42%	31.47%
2021 National pay gap % difference male to female	15.4% (ONS Data 2021)	National data unavailable but this is a decrease from 37.12% on 2020 median hourly rate

This is an improvement in both the mean and median gender pay gap rates in the previous recording period (31 March 2020). The median pay gap is high as a significant number of women work in schools in part time capacity in lower paid roles, such as cleaning, mealtime assistants, breakfast club assistants etc. It is also because a number of these roles are part-time and women fill more part-time jobs, which have lower hourly median pay than full-time jobs than men.

5.2 No bonuses were paid to employees for the reporting period.

Proportion of male and female employees according to quartile pay bands

	Quartile 1 Lower	Quartile 2 Lower Middle	Quartile 3 Upper Middle	Quartile 4 Upper
Males (% males to all employees in each quartile)	8	9	28	25
Female (% females to all employees in each quartile)	92	91	72	75
Average pay gap – difference in pay (female to male)	-7.49	-0.05	3.35	12.13

5.3 As can be seen from the above, the higher the quartile the greater the average pay gap in favour of men, with 12.13% average pay gap in favour of men. This is a small increase on the previous years reporting of 11.34%.

5.4 It is interesting to note that the first and second quartiles are showing a small gender pay gap in favour of women which shows that amongst the lower quartile women have higher paying jobs than the men however, in the upper quartile men have higher paid jobs than women.

5.4 In all quartiles the Trust has a higher proportion of women. This illustrates that the overall pay gap is a result of a men being in higher paid jobs than women.

6. HOW DOES OUR PAY GAP COMPARE TO OTHERS?

6.1 Our mean average gender pay gap is 23,42% in favour of men. The national average gender pay gap is 15.4%. Our gender pay gap is higher than the national average.

7. MANAGEMENT RESPONSE

7.1 The Trust has considered its data on gender and pay rates, noting that the reasons for pay differentials are almost entirely due to types of occupation, make-up of the workforce with more women in lower paid and part-time roles.

7.2 The data demonstrates that women have equal opportunity to men in securing senior roles within the Trust at the highest level. However, the Trust also recognise that there are significantly higher proportions of women working in support roles (within the lower quartiles). This may be as a consequence of e.g. having and caring for children which can change what is wanted from a job – (nb. see data from the Office from National Statistics, which confirms this as an issue).

7.3 The Trust seeks to maximise opportunities for all employees, regardless of gender, through inclusive flexible working approaches, recruitment processes and training and development opportunities which apply at all organisational levels.

7.4 The Trust recognises that further work is required to address the differentiation in the highest quartile, as it shows there is still a sizeable pay gap between men and women of 12.13% and also takes into account that there has been a small increase since 2020.

7.5 Whilst understanding that these issues face all companies and the education sector in particular, the Trust recognises its responsibilities to address the gender pay gap. The Trust will continue to:

- Develop a set of data and management information: that is regularly updated to monitor different aspects of the Gender Pay Gap including talent management, recruitment and review of starting salaries;
- Widen the use of skill based assessment in all recruitment activities;
- Promote flexible working opportunities and review flexible working policies and practices to ensure opportunities for all on day;
- Introduce and promote equality network groups;
- Ensure all members of recruitment panels have undertaken Safer Recruitment Training and Equality, Diversity and Inclusion training;
- Review controls on starting pay: maintaining central controls on starting pay, particularly at more senior grades to ensure that all men and women start on the pay grade minimum unless a higher salary is authorised centrally in recognition of labour market premiums, skills and experience;
- Encourage male employees to apply for support roles, and ensure they are not discouraged in their applications;
- Ensure all job roles are advertised in line with the Trusts Recruitment Policy to eliminate any potential for gender bias and to provide opportunities for female employees to progress through the grades as well as increase diversity within the workforce;

References:

Office for National Statistics - Gender Pay Gap in the UK:2018 [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/gender-pay-gap)

ACAS: Gender Pay Gap Reporting
<http://www.acas.org.uk/index.aspx?articleid=5768>